

# Soul Foundation Inc

Executive Director / CEO

EIN 270918927

MD · NTEE Q32

FY ending 2024-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Angela Wakhweya, Executive Director / CEO** (\$96,921) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Angela Wakhweya — reported title “Chair”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

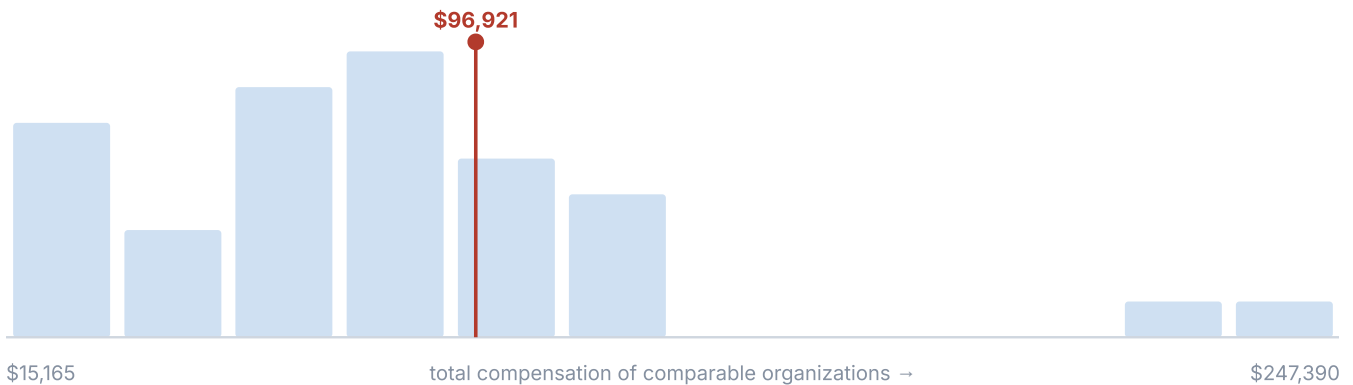
**SECTOR** Organizations sharing the subject's NTEE classification (Q32).

**BUDGET** Total revenue between \$249,806 and \$559,267 — 0.67x to 1.50x the subject's \$372,845 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (Q32), nationwide + budget 0.67–1.5x revenue.

**35** organizations qualified on sector, size, and geography → **35** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$29,258	\$51,517	\$84,060	\$99,381	\$114,527	\$96,921
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 69TH
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## ■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to MD cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Georgie Badiel Foundation Inc</a>	NY	\$373,925	Ceo	\$98,010	<b>\$97,529</b>	2023
<a href="#">Thomas Jefferson Institute For The Study Of World Politics</a>	DC	\$365,689	President	\$256,004	<b>\$247,390</b>	2023
<a href="#">Conservation Through Poverty Alleviation International Inc</a>	MA	\$387,360	Managing Director	\$49,763	<b>\$47,831</b>	2024
<a href="#">Junior Achievement Of The Michigan</a>	MI	\$390,939	President	\$78,154	<b>\$84,060</b>	2025
<a href="#">Junior Achievement Of Southern Ma</a>	MA	\$346,789	President & Ceo	\$90,424	<b>\$89,481</b>	2023
<a href="#">Junior Achievement Of Eastern North</a>	NC	\$345,533	President And Ceo	\$105,074	<b>\$113,136</b>	2025
<a href="#">Joycorps Project</a>	AR	\$409,694	Executive Director	\$52,653	<b>\$63,305</b>	2024
<a href="#">Sanabel Microfinance Network Of The</a>		\$425,004	Executive Director	\$21,394	<b>\$22,026</b>	2023
<a href="#">Go Love</a>	SC	\$427,042	Executive Director	\$13,200	<b>\$15,165</b>	2023
<a href="#">Missions Development International</a>	TN	\$431,475	President	\$78,116	<b>\$90,422</b>	2023
<a href="#">Peri Support Fund Inc</a>	MA	\$432,226	President	\$32,455	<b>\$32,117</b>	2023
<a href="#">Junior Achievement Of The Ocoee Region</a>	TN	\$310,470	President	\$93,593	<b>\$102,517</b>	2025
<a href="#">Manas Development Group</a>	DC	\$442,276	President	\$29,068	<b>\$28,090</b>	2023
<a href="#">Junior Achievement Of Southwest</a>	VA	\$302,302	President	\$82,581	<b>\$85,287</b>	2024
<a href="#">One World Goods Inc</a>	NY	\$300,498	Store Manager	\$59,387	<b>\$57,400</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Grow Ahead Foundation</a>	OR	\$293,206	Executive Director Board Pre	\$21,000	<b>\$21,475</b>	2023
<a href="#">Discipling Marketplace Leaders</a>	MI	\$453,546	President	\$50,000	<b>\$55,202</b>	2024
<a href="#">Native Future</a>	ME	\$286,586	President	\$62,500	<b>\$66,941</b>	2024
<a href="#">Junior Achievement Of The Desert Southwest</a>	TX	\$285,477	President	\$78,018	<b>\$85,941</b>	2023
<a href="#">Junior Achievement Of Arkansas Inc</a>	AR	\$460,297	President	\$92,049	<b>\$113,941</b>	2023
<a href="#">Sembrando Sentido Inc</a>	PR	\$460,511	Executive Director	\$99,933	<b>\$99,933</b>	2024
<a href="#">20 Liters</a>	MI	\$284,894	Executive Director	\$28,087	<b>\$31,009</b>	2024
<a href="#">Jungle Ministry</a>	WA	\$284,502	President/ex	\$80,422	<b>\$77,016</b>	2024
<a href="#">Nehemiah Gateway Usa Inc</a>	CO	\$281,973	President	\$85,000	<b>\$87,179</b>	2024
<a href="#">Summit Initiative</a>	WA	\$277,114	Executive Director	\$120,000	<b>\$114,917</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

## ■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to MD cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: [peerbasis.org/methodology](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 35 organizations. Compensation range \$15,165–\$247,390; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$372,845); for reference, expenses \$334,201 and assets \$274,129.

**ROLE MATCH** Angela Wakhweya, reported title "*Chair*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	69 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	77 <sup>th</sup>
Reportable pay only (column D), adjusted	17 <sup>th</sup>
All sources (D + E + F), adjusted	86 <sup>th</sup>

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

### ● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

#### Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Angela Wakhweya) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 35 similarly situated organizations (Same NTEE sector (Q32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$96,921 is reasonable (approximately the 69<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.